

57 Blue Mountain S.D.

Assessment Summary Overall

GRADE 2

DEVELOPMENTAL READING ASSESSMENT

All Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Early Reading	33	6%	6%	3%	33%	52%	12%	85%

GRADE 4

ENGLISH & LANGUAGE ARTS

All Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	24	0%	17%	13%	67%	4%	17%	71%
Reading Basic Understanding	24	0%	13%	21%	58%	8%	13%	67%
Writing Conventions	24	0%	25%	8%	67%	0%	25%	67%
Writing Effectiveness	24	4%	13%	21%	58%	4%	17%	63%

MATHEMATICS

All Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	24	0%	17%	42%	42%	0%	17%	42%
Problem Solving	24	8%	33%	38%	17%	4%	42%	21%
Skills	24	0%	17%	4%	50%	29%	17%	79%

GRADE 8

ENGLISH & LANGUAGE ARTS

All Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	24	0%	13%	42%	42%	4%	13%	46%
Reading Basic Understanding	24	0%	4%	25%	71%	0%	4%	71%
Writing Conventions	24	4%	4%	38%	54%	0%	8%	54%
Writing Effectiveness	24	0%	0%	17%	71%	13%	0%	83%

MATHEMATICS

All Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	25	0%	40%	20%	36%	4%	40%	40%
Problem Solving	25	12%	20%	24%	40%	4%	32%	44%
Skills	25	0%	8%	36%	20%	36%	8%	56%

57 Blue Mountain S.D.

Assessment Summary Overall

GRADE 10

ENGLISH & LANGUAGE ARTS

All Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	46	0%	35%	33%	33%	0%	35%	33%
Reading Basic Understanding	46	4%	15%	46%	33%	2%	20%	35%
Writing Conventions	46	0%	11%	35%	50%	4%	11%	54%
Writing Effectiveness	46	4%	22%	46%	24%	4%	26%	28%

MATHEMATICS

All Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	40	15%	48%	25%	13%	0%	63%	13%
Problem Solving	40	38%	35%	10%	18%	0%	73%	18%
Skills	40	10%	43%	15%	30%	3%	53%	33%

57 Blue Mountain S.D.

Assessment Summary Gender

GRADE 2

DEVELOPMENTAL READING ASSESSMENT

Female

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Early Reading	19	5%	5%	0%	26%	63%	11%	89%

Male

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Early Reading	14	7%	7%	7%	43%	36%	14%	79%

GRADE 4

ENGLISH & LANGUAGE ARTS

Female

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	0%	13%	13%	69%	6%	13%	75%
Reading Basic Understanding	*	0%	6%	25%	69%	0%	6%	69%
Writing Conventions	*	0%	19%	6%	75%	0%	19%	75%
Writing Effectiveness	*	0%	13%	19%	63%	6%	13%	69%

Male

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	*	*	*	*	*	*	*
Reading Basic Understanding	*	*	*	*	*	*	*	*
Writing Conventions	*	*	*	*	*	*	*	*
Writing Effectiveness	*	*	*	*	*	*	*	*

MATHEMATICS

Female

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	0%	19%	44%	38%	0%	19%	38%
Problem Solving	*	6%	50%	25%	13%	6%	56%	19%
Skills	*	0%	19%	6%	50%	25%	19%	75%

Male

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	*	*	*	*	*	*	*
Problem Solving	*	*	*	*	*	*	*	*
Skills	*	*	*	*	*	*	*	*

57 Blue Mountain S.D.

Assessment Summary Gender

GRADE 8

ENGLISH & LANGUAGE ARTS

Female

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	13	0%	8%	46%	38%	8%	8%	46%
Reading Basic Understanding	13	0%	8%	23%	69%	0%	8%	69%
Writing Conventions	13	0%	8%	23%	69%	0%	8%	69%
Writing Effectiveness	13	0%	0%	8%	69%	23%	0%	92%

Male

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	11	0%	18%	36%	45%	0%	18%	45%
Reading Basic Understanding	11	0%	0%	27%	73%	0%	0%	73%
Writing Conventions	11	9%	0%	55%	36%	0%	9%	36%
Writing Effectiveness	11	0%	0%	27%	73%	0%	0%	73%

MATHEMATICS

Female

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	14	0%	29%	21%	50%	0%	29%	50%
Problem Solving	14	14%	7%	21%	57%	0%	21%	57%
Skills	14	0%	7%	36%	21%	36%	7%	57%

Male

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	11	0%	55%	18%	18%	9%	55%	27%
Problem Solving	11	9%	36%	27%	18%	9%	45%	27%
Skills	11	0%	9%	36%	18%	36%	9%	55%

57 Blue Mountain S.D.

Assessment Summary Gender

GRADE 10

ENGLISH & LANGUAGE ARTS

Female

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	27	0%	33%	37%	30%	0%	33%	30%
Reading Basic Understanding	27	0%	22%	48%	30%	0%	22%	30%
Writing Conventions	27	0%	11%	37%	52%	0%	11%	52%
Writing Effectiveness	27	4%	19%	44%	33%	0%	22%	33%

Male

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	19	0%	37%	26%	37%	0%	37%	37%
Reading Basic Understanding	19	11%	5%	42%	37%	5%	16%	42%
Writing Conventions	19	0%	11%	32%	47%	11%	11%	58%
Writing Effectiveness	19	5%	26%	47%	11%	11%	32%	21%

MATHEMATICS

Female

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	23	9%	52%	30%	9%	0%	61%	9%
Problem Solving	23	39%	26%	17%	17%	0%	65%	17%
Skills	23	9%	52%	9%	30%	0%	61%	30%

Male

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	17	24%	41%	18%	18%	0%	65%	18%
Problem Solving	17	35%	47%	0%	18%	0%	82%	18%
Skills	17	12%	29%	24%	29%	6%	41%	35%

57 Blue Mountain S.D.

Assessment Summary Race/Ethnicity

GRADE 2

DEVELOPMENTAL READING ASSESSMENT

<i>White</i>	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Early Reading	33	6%	6%	3%	33%	52%	12%	85%

GRADE 4

ENGLISH & LANGUAGE ARTS

<i>White</i>	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	24	0%	17%	13%	67%	4%	17%	71%
Reading Basic Understanding	24	0%	13%	21%	58%	8%	13%	67%
Writing Conventions	24	0%	25%	8%	67%	0%	25%	67%
Writing Effectiveness	24	4%	13%	21%	58%	4%	17%	63%

MATHEMATICS

<i>White</i>	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	24	0%	17%	42%	42%	0%	17%	42%
Problem Solving	24	8%	33%	38%	17%	4%	42%	21%
Skills	24	0%	17%	4%	50%	29%	17%	79%

57 Blue Mountain S.D.

Assessment Summary Race/Ethnicity

GRADE 8

ENGLISH & LANGUAGE ARTS

White

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	0%	9%	43%	43%	4%	9%	48%
Reading Basic Understanding	*	0%	4%	22%	74%	0%	4%	74%
Writing Conventions	*	0%	4%	39%	57%	0%	4%	57%
Writing Effectiveness	*	0%	0%	13%	74%	13%	0%	87%

Hispanic or Latino

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	*	*	*	*	*	*	*
Reading Basic Understanding	*	*	*	*	*	*	*	*
Writing Conventions	*	*	*	*	*	*	*	*
Writing Effectiveness	*	*	*	*	*	*	*	*

MATHEMATICS

White

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	0%	39%	22%	35%	4%	39%	39%
Problem Solving	*	9%	22%	26%	39%	4%	30%	43%
Skills	*	0%	9%	35%	22%	35%	9%	57%

Hispanic or Latino

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	*	*	*	*	*	*	*
Problem Solving	*	*	*	*	*	*	*	*
Skills	*	*	*	*	*	*	*	*

57 Blue Mountain S.D.

Assessment Summary Race/Ethnicity

GRADE 10

ENGLISH & LANGUAGE ARTS

<i>White</i>		N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati		44	0%	34%	32%	34%	0%	34%	34%
Reading Basic Understanding		44	5%	14%	45%	34%	2%	18%	36%
Writing Conventions		44	0%	11%	34%	50%	5%	11%	55%
Writing Effectiveness		44	5%	23%	43%	25%	5%	27%	30%

MATHEMATICS

<i>White</i>		N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts		39	15%	46%	26%	13%	0%	62%	13%
Problem Solving		39	36%	36%	10%	18%	0%	72%	18%
Skills		39	8%	44%	15%	31%	3%	51%	33%

57 Blue Mountain S.D.

Assessment Summary Disability

GRADE 2

DEVELOPMENTAL READING ASSESSMENT

Non Special Needs Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Early Reading	*	0%	3%	0%	38%	59%	3%	97%

Special Needs Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Early Reading	*	*	*	*	*	*	*	*

GRADE 4

ENGLISH & LANGUAGE ARTS

Non Special Needs Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	0%	0%	15%	80%	5%	0%	85%
Reading Basic Understanding	*	0%	0%	25%	65%	10%	0%	75%
Writing Conventions	*	0%	20%	0%	80%	0%	20%	80%
Writing Effectiveness	*	5%	5%	15%	70%	5%	10%	75%

Special Needs Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	*	*	*	*	*	*	*
Reading Basic Understanding	*	*	*	*	*	*	*	*
Writing Conventions	*	*	*	*	*	*	*	*
Writing Effectiveness	*	*	*	*	*	*	*	*

MATHEMATICS

Non Special Needs Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	0%	5%	50%	45%	0%	5%	45%
Problem Solving	*	0%	35%	45%	15%	5%	35%	20%
Skills	*	0%	5%	5%	60%	30%	5%	90%

Special Needs Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	*	*	*	*	*	*	*
Problem Solving	*	*	*	*	*	*	*	*
Skills	*	*	*	*	*	*	*	*

57 Blue Mountain S.D.

Assessment Summary Disability

GRADE 8

ENGLISH & LANGUAGE ARTS

Non Special Needs Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	0%	13%	39%	43%	4%	13%	48%
Reading Basic Understanding	*	0%	4%	26%	70%	0%	4%	70%
Writing Conventions	*	4%	4%	35%	57%	0%	9%	57%
Writing Effectiveness	*	0%	0%	13%	74%	13%	0%	87%

Special Needs Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	*	*	*	*	*	*	*
Reading Basic Understanding	*	*	*	*	*	*	*	*
Writing Conventions	*	*	*	*	*	*	*	*
Writing Effectiveness	*	*	*	*	*	*	*	*

MATHEMATICS

Non Special Needs Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	0%	42%	17%	38%	4%	42%	42%
Problem Solving	*	13%	17%	25%	42%	4%	29%	46%
Skills	*	0%	8%	38%	17%	38%	8%	54%

Special Needs Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	*	*	*	*	*	*	*
Problem Solving	*	*	*	*	*	*	*	*
Skills	*	*	*	*	*	*	*	*

57 Blue Mountain S.D.

Assessment Summary Disability

GRADE 10

ENGLISH & LANGUAGE ARTS

Non Special Needs Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	0%	27%	37%	37%	0%	27%	37%
Reading Basic Understanding	*	2%	10%	49%	37%	2%	12%	39%
Writing Conventions	*	0%	7%	32%	56%	5%	7%	61%
Writing Effectiveness	*	2%	17%	49%	27%	5%	20%	32%

Special Needs Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	*	*	*	*	*	*	*
Reading Basic Understanding	*	*	*	*	*	*	*	*
Writing Conventions	*	*	*	*	*	*	*	*
Writing Effectiveness	*	*	*	*	*	*	*	*

MATHEMATICS

Non Special Needs Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	8%	50%	28%	14%	0%	58%	14%
Problem Solving	*	31%	39%	11%	19%	0%	69%	19%
Skills	*	11%	36%	17%	33%	3%	47%	36%

Special Needs Students

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	*	*	*	*	*	*	*
Problem Solving	*	*	*	*	*	*	*	*
Skills	*	*	*	*	*	*	*	*

57 Blue Mountain S.D.

Assessment Summary Free/Reduced Lunch/Milk

GRADE 2

DEVELOPMENTAL READING ASSESSMENT

Not Free/Reduced

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Early Reading	17	0%	0%	0%	41%	59%	0%	100%

Free/Reduced

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Early Reading	16	13%	13%	6%	25%	44%	25%	69%

GRADE 4

ENGLISH & LANGUAGE ARTS

Not Free/Reduced

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	*	*	*	*	*	*	*
Reading Basic Understanding	*	*	*	*	*	*	*	*
Writing Conventions	*	*	*	*	*	*	*	*
Writing Effectiveness	*	*	*	*	*	*	*	*

Free/Reduced

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	0%	14%	21%	64%	0%	14%	64%
Reading Basic Understanding	*	0%	14%	29%	50%	7%	14%	57%
Writing Conventions	*	0%	29%	7%	64%	0%	29%	64%
Writing Effectiveness	*	7%	21%	21%	50%	0%	29%	50%

MATHEMATICS

Not Free/Reduced

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	*	*	*	*	*	*	*
Problem Solving	*	*	*	*	*	*	*	*
Skills	*	*	*	*	*	*	*	*

Free/Reduced

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	0%	21%	36%	43%	0%	21%	43%
Problem Solving	*	14%	36%	29%	14%	7%	50%	21%
Skills	*	0%	21%	0%	50%	29%	21%	79%

57 Blue Mountain S.D.

Assessment Summary Free/Reduced Lunch/Milk

GRADE 8

ENGLISH & LANGUAGE ARTS

Not Free/Reduced

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	0%	20%	33%	40%	7%	20%	47%
Reading Basic Understanding	*	0%	7%	27%	67%	0%	7%	67%
Writing Conventions	*	7%	0%	40%	53%	0%	7%	53%
Writing Effectiveness	*	0%	0%	27%	67%	7%	0%	73%

Free/Reduced

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	*	*	*	*	*	*	*
Reading Basic Understanding	*	*	*	*	*	*	*	*
Writing Conventions	*	*	*	*	*	*	*	*
Writing Effectiveness	*	*	*	*	*	*	*	*

MATHEMATICS

Not Free/Reduced

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	0%	40%	33%	20%	7%	40%	27%
Problem Solving	*	20%	20%	27%	33%	0%	40%	33%
Skills	*	0%	13%	53%	13%	20%	13%	33%

Free/Reduced

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	*	*	*	*	*	*	*
Problem Solving	*	*	*	*	*	*	*	*
Skills	*	*	*	*	*	*	*	*

57 Blue Mountain S.D.

Assessment Summary Free/Reduced Lunch/Milk

GRADE 10

ENGLISH & LANGUAGE ARTS

Not Free/Reduced

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	0%	35%	32%	32%	0%	35%	32%
Reading Basic Understanding	*	6%	15%	50%	26%	3%	21%	29%
Writing Conventions	*	0%	12%	35%	47%	6%	12%	53%
Writing Effectiveness	*	6%	24%	41%	24%	6%	29%	29%

Free/Reduced

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	*	*	*	*	*	*	*	*
Reading Basic Understanding	*	*	*	*	*	*	*	*
Writing Conventions	*	*	*	*	*	*	*	*
Writing Effectiveness	*	*	*	*	*	*	*	*

MATHEMATICS

Not Free/Reduced

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	16%	45%	29%	10%	0%	61%	10%
Problem Solving	*	35%	39%	10%	16%	0%	74%	16%
Skills	*	10%	45%	16%	26%	3%	55%	29%

Free/Reduced

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	*	*	*	*	*	*	*	*
Problem Solving	*	*	*	*	*	*	*	*
Skills	*	*	*	*	*	*	*	*

57 Blue Mountain S.D.

Assessment Summary English Language Learners

GRADE 2

DEVELOPMENTAL READING ASSESSMENT

Not English Language Learners

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Early Reading	33	6%	6%	3%	33%	52%	12%	85%

GRADE 4

ENGLISH & LANGUAGE ARTS

Not English Language Learners

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	22	0%	14%	14%	68%	5%	14%	73%
Reading Basic Understanding	22	0%	14%	23%	59%	5%	14%	64%
Writing Conventions	22	0%	27%	5%	68%	0%	27%	68%
Writing Effectiveness	22	5%	14%	18%	59%	5%	18%	64%

MATHEMATICS

Not English Language Learners

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	22	0%	14%	45%	41%	0%	14%	41%
Problem Solving	22	9%	32%	41%	14%	5%	41%	18%
Skills	22	0%	14%	5%	55%	27%	14%	82%

GRADE 8

ENGLISH & LANGUAGE ARTS

Not English Language Learners

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	24	0%	13%	42%	42%	4%	13%	46%
Reading Basic Understanding	24	0%	4%	25%	71%	0%	4%	71%
Writing Conventions	24	4%	4%	38%	54%	0%	8%	54%
Writing Effectiveness	24	0%	0%	17%	71%	13%	0%	83%

MATHEMATICS

Not English Language Learners

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	24	0%	42%	21%	33%	4%	42%	38%
Problem Solving	24	13%	21%	25%	38%	4%	33%	42%
Skills	24	0%	8%	38%	21%	33%	8%	54%

57 Blue Mountain S.D.

Assessment Summary English Language Learners

GRADE 10

ENGLISH & LANGUAGE ARTS

Not English Language Learners

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Reading Analysis & Interpretati	44	0%	34%	32%	34%	0%	34%	34%
Reading Basic Understanding	44	5%	14%	45%	34%	2%	18%	36%
Writing Conventions	44	0%	11%	34%	50%	5%	11%	55%
Writing Effectiveness	44	5%	23%	43%	25%	5%	27%	30%

MATHEMATICS

Not English Language Learners

	N	Little	Below	Nearly	Achieved	Honors	Little+ Below	Standard+ Honors
Concepts	39	15%	46%	26%	13%	0%	62%	13%
Problem Solving	39	36%	36%	10%	18%	0%	72%	18%
Skills	39	8%	44%	15%	31%	3%	51%	33%